



POST PSYCHOLOGICAL SCREENING WORKSHOP
JUNE 4-6, 2015 8:30 a.m. – 5:00 p.m.
21 HOURS CE/CPE
POST HEADQUARTERS
860 Stillwater Drive, Suite 100, West Sacramento

The workshop will provide in-depth, application-oriented instruction on the requirements and guidelines in the *POST Peace Officer Psychological Screening Manual*. Consistent with the information in the Manual, the focus of the workshop is on preemployment screening of peace officer candidates.

Prerequisites:

- A profile on the POST [Peace Officer Psychological Evaluator](#) website.
- Basic understanding of the information in the *POST Peace Officer Psychological Screening Manual*.

Instructors/Facilitators

Yossef Ben-Porath, Ph.D., Kent State University
Nelson Chan, Esq., California Department of Fair Employment & Housing (DFEH)
David M. Corey, Ph.D., ABPP, Corey & Stewart
Sharon Rennert, Esq., U.S. Equal Employment Opportunity Commission (EEOC)
Michael Roberts, Ph.D., ABPP, Johnson, Roberts & Associates
Susan Saxe-Clifford, Ph.D., ABPP, Private Practice
Shelley Weiss Spielberg, Ph.D., POST
Michael Stowers, Psy.D., Institute for Personality and Ability Testing (IPAT)

Agenda

Thursday, June 4

Morning Session: The POST Psychological Screening Manual

After a brief overview of the POST Psychological Screening Manual, this session will cover pertinent POST Regulations and the role of POST, the philosophy underlying the Manual and the selected process and procedures therein. Emphasis will be given to the POST Psychological Screening Dimensions, their

critical role in the psychological evaluation process, the use of their underlying behavior indicators and critical incidents, and the interdependent role of the POST Background Dimensions. Also emphasized will be the Manual's Psychological Evaluation Process and Procedures, and in particular the integrative process for reaching a suitability determination.

Afternoon Session: Impact of ADA and FEHA on Preemployment Psychological Screening

Sharon Rennert, senior attorney in the ADA/GINA division of the EEOC, and Nelson Chan, DFEH Chief of Public Policy and Education, will discuss the impact and issues surrounding the ADA and FEHA related to preemployment screening. The attorneys will respond to questions and short scenarios, as well as questions generated during the session.

Hosted Happy Hour

Friday, June 5

Morning Session: Psychometrics and Test Interpretation

Yossi Ben-Porath will review key issues in psychological testing and assessment, covering basic statistical and psychometric principles such as correlational statistics, estimating reliability and measurement error, estimating and evaluating test score validity, norms and standardization of test scores.

Afternoon Session: MMPI-2-RF and Police Candidate Interpretive Report (PCIR)

Yossi Ben-Porath and David Corey will discuss the use of the MMPI-2-RF and the PCIR in peace officer preemployment psychological evaluations. Discussion and activities will focus on the interpretation of scores in conjunction with background information, clinical interview findings, and other information collected during the psychological evaluation.

Hosted Happy Hour

Saturday, June 6

Morning Session: The California Personality Inventory (CPI), the Personality Assessment Inventory (PAI) and JR&A Interpretive Reports

Mike Roberts will discuss the use of the CPI and PAI and their associated interpretive reports in peace officer psychological evaluations. Discussion and activities will include the use of the JR&A personal history and psychological history questionnaires (PHQ and PsyQ) in conjunction with these instruments.

Afternoon Session: The 16PF Protective Services Reports (16 PSR & 16 PSR Plus) and the Inwald Personality Inventory (IPI)

Mike Stowers will discuss the use of the 16PF PSR, PSR Plus and the IPI in peace officer psychological evaluations. Other IPAT products (e.g., HBI-R, HLAP) will also be addressed. Activities will include practice in the use of these instruments in conjunction with the other information collected during the psychological evaluation.

GENERAL INFORMATION

Location: POST Headquarters is located at **860 Stillwater Drive, Suite 100, West Sacramento, 95605**. We are 11 miles from the Sacramento International Airport and 4 miles from the State Capitol. There is ample free parking.

Accommodations: POST has secured a block of rooms at the **Hampton Inn & Suites**, approximately 350 yards from POST Headquarters. A limited number of rooms are available at the discounted state rate of \$90/night (queen/queen) or \$95/night (queen/queen with mini-fridge and microwave). The Hampton Inn offers complimentary hot breakfast every morning. State rates may also be available at other Sacramento hotels.

Reservations for the Hampton Inn can be made online with the group discount at:

http://hamptoninn.hilton.com/en/hp/groups/personalized/S/SMFWEHX-PSW-20150603/index.jhtml?WT.mc_id=POG or by calling the hotel directly at (916) 374-1909. You will need to ask for the group name **POST Psychological Screening Workshop** when making reservations.

Reservations need to be confirmed by **Wednesday, May 6, 2015** for the special group rate. Reservations made after that date or when the block is sold out will be made at the prevailing rate. ***Please note that there is a 24 hour cancellation for individual reservations.***

Workshop: Each workshop day will run from **8:30 a.m. - 5:00 p.m.**, with morning, lunch and mid-afternoon breaks. Happy hours will be hosted by JR&A, IPAT, and Pearson on Thursday and Friday.

Continuing Education: POST is approved by the California Psychological Association to sponsor continuing education (CE) for psychologists. Workshop attendance will provide 21 hours of CPA-approved CE credit, which can be submitted to POST for CPE credit. Full workshop attendance is *required*; no partial CE hours will be awarded.

Notice: Those who attend this workshop in full and who complete the required evaluation form will receive CE credits. Please note that credit will only be granted to those who attend the entire workshop. Those arriving more than 15 minutes after the start time or leaving before the workshop is completed will not receive CE credit.

Rates: Early registration fee (**prior to April 17**) is \$225; after April 17, registrations fees increase to \$275. A complete registration form with check or money order must be received by POST no later than **Friday, May 8, 2015**.

Cancellation Policy: Cancellations made up to 14 days prior to the first day of the workshop are entitled to a registration fee refund, less a \$50 administrative fee. Cancellations made within 14 days of the workshop are not eligible for a refund. We reserve the right to cancel the workshop if necessary. If the workshop is cancelled, registrants will receive a full refund of the registration fees.

Questions? Contact Melani Singley, POST Selection Standards Program Consultant at melani.singley@post.ca.gov or (916) 970-4334 / (916) 227-4258.

POST Psychological Screening Workshop

Registration Form

June 4-6, 2015

POST Headquarters
860 Stillwater Road, Suite 100
West Sacramento, CA 95605

First Name	Last Name	
Title	License #	
Address		
City	State	Zip
Email	Telephone	

Workshop Registration Fees:

- ☐ \$225 Early Registration (postmarked ***before*** April 17)
- ☐ \$275 Regular Registration (postmarked after April 17)

Registration deadline: ***May 8, 2015***

Check or money order made payable to *Commission on POST*. Credit cards are not accepted.

Mail completed form, questionnaire, and payment to:

Commission on POST – SER/Psychological Screening Workshop
860 Stillwater Road, Suite 100
West Sacramento, CA 95605

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PRE-WORKSHOP QUESTIONNAIRE

Complete and include with your registration.

1. How long have you been performing peace officer psychological screening?

2. For approximately how many agencies do you conduct peace officer screening?

3. What instruments do you currently use when conducting psychological evaluations?

4. What topics, issues and/or concerns do you hope to see addressed during the workshop?

5. Please list any specific questions you have and for which specific speaker(s).
